



DEI: Diversity Equity and Inclusion

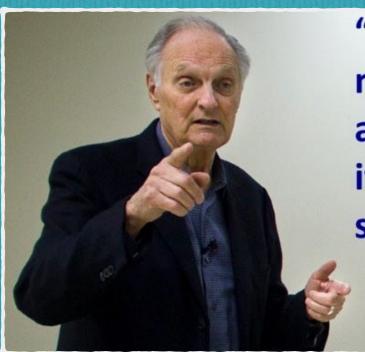


Intent vs Impact









"Communication is not something you add on to science; it is the essence of science."

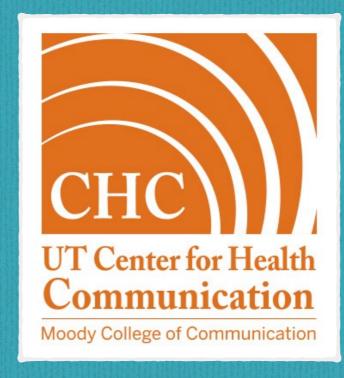
-Alan Alda

Founding Member of the Alan Alda Center for Communicating Science













Our Agenda

- ☐ Explore Identity
- □ Understand Intent vs Impact
- □ Be a Courageous Bystander

Courageous Conversations Guidelines Fom Glenn Singleton

- ☐ Stay Engaged
- □ Speak Your Truth
- □ Experience Discomfort
- □ Expect and Accept Non-closure

Definitions

Diversity: Unique, individual differences that can encompass various backgrounds and perspectives (e.g., race, gender, sexual orientation, socio-economic status, age, working style, etc.).

Stereotype: Blanket belief that a group of people tend to be a certain way.

Bias: Inclinations or preferences that interfere with impartial judgment. These can be conscious or unconscious.

Micro-aggression: Statement or behavior that subtly, indirectly, and unintentionally injures someone





Activity: Come Over Here



Find The Common Ground

"Fitting in is about assessing a situation and becoming who you need to be to be accepted. Belonging, on the other hand, doesn't require us to change who we are; it requires us to be who we are."

- Brené Brown, The Gifts of Imperfection

The Many Who's I Am



- In pairs, Partner A, finish this sentence as many ways as possible:
- □ "I am...."
- ☐ Then repeat with Partner B getting a turn



Write down something many people incorrectly assume about you

Intent vs Impact

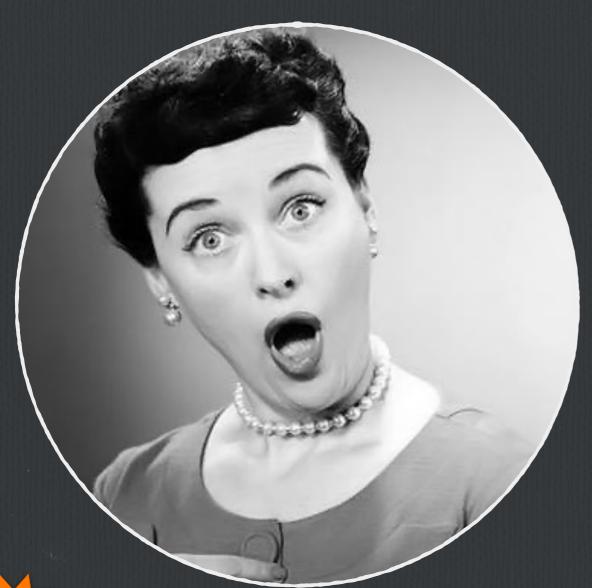


- ☐ INTENT: THE AIM
 - ☐ Before you speak. Your own ideas of what the message means and the effect you want the message to have with your listener
- **☐ MESSAGE: THE ARROW**
 - ☐ The words used (as well as tone of voice and body language if relevant).
- **□** IMPACT: HOW IT HITS THE TARGET
 - ☐ <u>After</u> you speak. How the message lands. How it's heard and interpreted.

"We judge ourselves by our intentions. We judge others by their impact on us."

—Douglas Stone, Difficult Conversations

Intent



When someone does something hurtful or inappropriate, their tendency is to explain their intent.

Examples:

- I didn't meant it
- I'm not racist/sexist/etc.
- I didn't do it on purpose



Instead Focus On The Impact



If there's a negative impact, focus on the person impacted.

- What it means to them
- The history or background
- Cumulative Impact

Listen. Reflect. Apologize. Do Better.

COIN Feedback Model

- Context: Give context about the conversation you're about to have, i.e., describe the specific situation and action you observed.
- Observation: Describe the action you saw in an objective manner. Avoid giving your interpretation of what you saw.
- Impact: Explain the impact the action had; focus on sharing impact you can support/explain.
- □ Next steps: Offer actionable next steps

Be A Courageous Bystander



THE 5D'S OF BYSTANDER INTERVENTION from Right To Be

- □ Distract
- □ Delegate
- □ Document
- □ Delay
- □ Direct

You can learn more about your own conscious and unconscious biases by taking the Harvard Implicit Association tests here: https://implicit.harvard.edu/implicit/india/takeatest.html

Activity: 15% Solutions from Liberating Structures

- ☐ In pairs or small groups
- ☐ Consider the following Questions
 - What is your '15 percent' solution to improving DEI in your life?
 - ☐ Where do you have discretion and freedom to act?
 - ☐ What can you do without more resources or authority?

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For more resources go to www.merlin-works.com